

# PR-07

# PROGRAM REVIEW



**PROFESSIONAL MILITARY EDUCATION**  
**NETC N5**

# PROGRAMS

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- **Graduate Education**
  - **Graduate Education Voucher Program**
  - **Officer Scholarship Program**
  - **Olmsted Scholarship Program**
  - **Executive Training Program**
  - **Fellows Programs**
- **Advanced Education (Enlisted Education Program)**
- **Enlisted JPME and NPME**
- **Business Education Requirements**

**Provide Descriptive Links for all Programs**

# STRATEGY ALIGNMENT

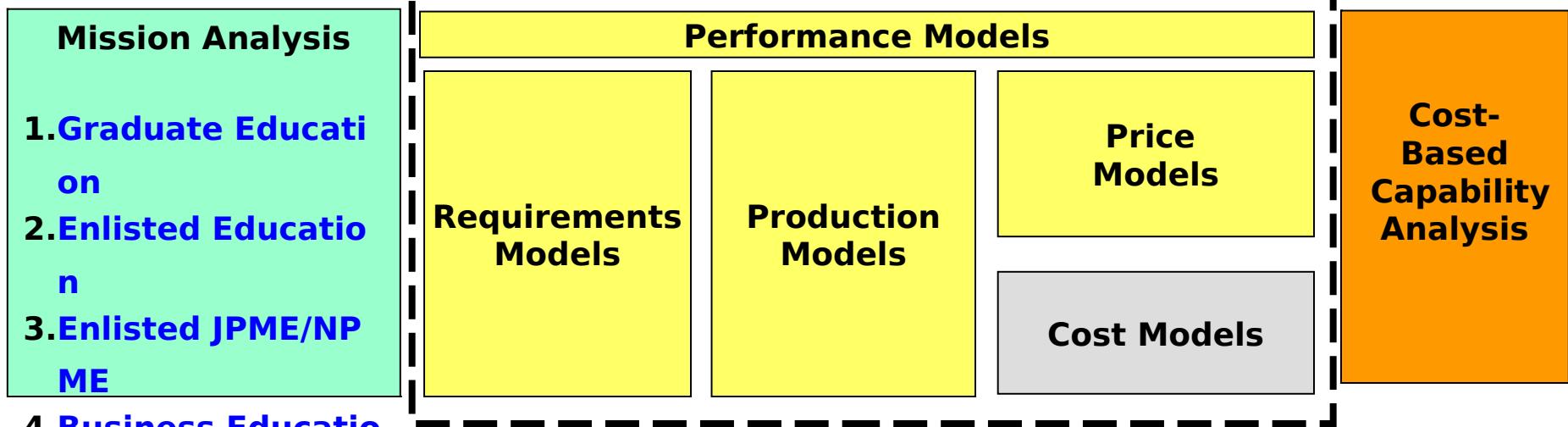
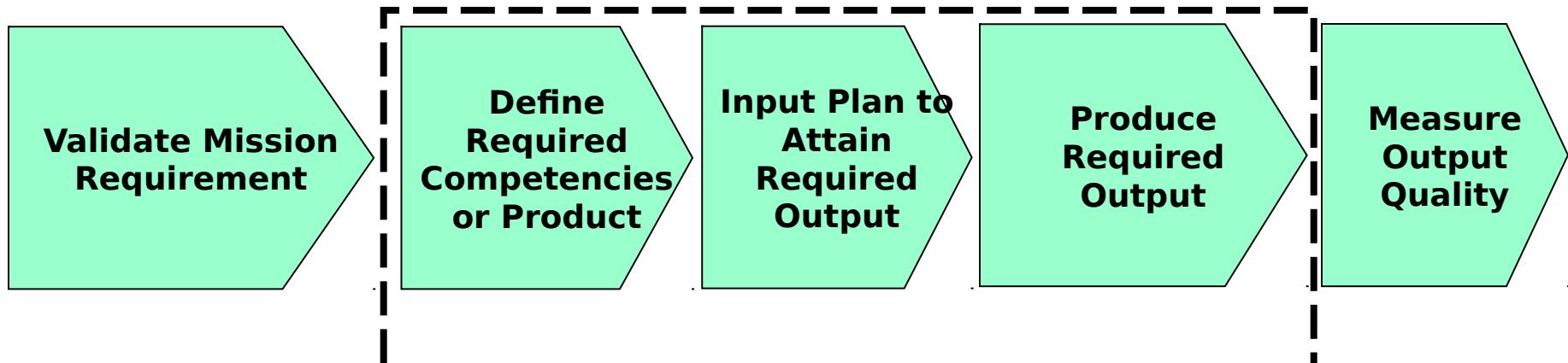
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**Discuss Program Alignment With Overarching Strategy**

# ASSESSMENT APPROACH



## Identify and Assess Processes and Outputs of Key Business Sectors



**Evaluate Interdependencies of Business Sectors Via Modeling**

# RESOURCES SUMMARY PROFILE

## Manpower

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End Strength	FY06	FY07	FY08	FY09	FY10	FY11
Required						
Funded						
Delta						
<b>Officer</b>						
Required						
Funded						
Delta						
<b>Enlisted</b>						
Required						
Funded						
Delta						
<b>Civilian</b>						
Required						
Funded						
Delta						

# RESOURCES SUMMARY PROFILE

## O&MN Funding

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PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Funded	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Delta	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- **Major Cost Drivers**
- **Shortfall Caused by ...**

# STATUS OF BUSINESS INITIATIVES

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**Address Progress of Existing  
Initiatives and Identify New**

# UNFUNDED ISSUES

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- **Issue 1: Title**
- **Issue 2: Title**
- **Issue 3: Title**
- **Issue 4: Title**
- **Issue 5: Title**

Up to 5 Prioritized issues -  
Linked to specifics slide (to  
be submitted to Web Based  
Issue Collection System)

# LINKED SLIDES

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# GRADUATE EDUCATION VOUCHER PROGRAM

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- **Description**

- **03-05 URL Officers**
- **Navy Funds Up to \$20,000 Per Year for 2 Years**
- **VOLED at the Master's Degree Level**
- **Degrees Must Meet Subspecialty Requirements**
- **NETPDTA Provides Program Execution Support**
- **Service Obligation Three Times Number of Months up to Maximum of 3 Years and a Minimum of 2 Years**
- **NOOT Resource Sponsor**

- **Requirements Based on:**

- **NAVADMIN**
- **Historical Data**
- **Projected Education Cost Inflation**

Provide  
Description



# OFFICER SCHOLARSHIP PROGRAM

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- **Description**
  - **Fleet Officers and USNA / NROTC Midshipmen First Class**
  - **Navy Provides Permission to Seek Scholarships and Attend Graduate Studies**
  - **Beginning FY04 - Scholarship for at Least 50% Tuition Cost Required - Was 25%**
  - **Service Obligation Three Times Number of Months up to Max of Three Years**
  - **NOOT Resources IA Only**
- **Program Execution**
  - **NETPDT Supports Fleet Applicants**
  - **NSTC Supports NROTC Applicants**
  - **USNA Supports USNA Applicants**
- **Requirements Based on:**
  - **OPNAVINST 1520.24B**
  - **NAVADMIN**
  - **10USC 2603**
  - **DODD 1322.23**

Provide  
Description



# **OLMSTED SCHOLARSHIP PROGRAM**

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- **Description**
  - **Line Officers: 3-10 Years Commissioned Service**
  - **2 Years of Graduate Study at Foreign University in Foreign Language**
  - **Olmsted Foundation Pays Tuition**
  - **Service Obligation Is Three Times the Length of the Program**
  - **N00T Resources IA Only**
  - **NETPDT Provides Program Execution Support**
- **Requirements Based on:**
  - **OPNAVINST 1520.24B**
  - **NAVADMIN**

**Provide  
Description**



# EXECUTIVE TRAINING PROGRAM

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- **Description**
  - **O6 URL Officers With Master's Degree or Subspecialty**
  - **Management Courses Taken With Corporate, Academic and Government Leaders to Explore Current Management Developments**
  - **Syracuse University National Security Management Course - Only Offering**
  - **ODASN (Civilian Personnel / EEO) Manages the Program and Selects Participants**
  - **Service Obligation Is Two Years Upon Completion of the Course**
  - **NETC Currently Conducting Pilot Program With Center for Creative Leadership to Provide Leadership Programs for Officers Enroute to Command Assignments**
  - **N00T Resource Sponsor**
- **NETPDTA Provides Program Execution Support**
  - **Coordinates Application Process**
  - **Prepares Application Packages for Selection Board**
  - **Notify Selectees and Provide Program Payment**
- **Requirements Based On:**
  - **SECNAVINST 1520.14**
  - **Projected Education Cost Inflation**

Provide Description



# FELLOWS PROGRAMS

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- **FEDERAL EXECUTIVE**
  - **O4 and Senior URL / RL Officers With Demonstrated, Sustained, Exceptional Levels of Performance**
  - **CNO N3 / N5 Serves as Program Chairman and Primary Sponsor**
  - **N00T Funds Student IA - 20 Fellows at 16 Institutions**
- **SECDEF**
  - **O5 and O6 URL, RL Supply Corps and Civil Engineer Corps Officers With Demonstrated, Sustained, Exceptional Levels of Performance**
  - **CNO N3 / N5 Serves as Program Chairman and Primary Sponsor**
  - **OSD Reviews Nominees / N00T Funds Student IA**
- **LEGISLATIVE**
  - **O4 and O5 Service College Eligible URL / RL and Staff Corps Officers**
  - **BUPERSINST 1560.21C of 11 Feb 03 Designates N00T as Sponsor**
    - **No N00T Resources Currently Programmed**
  - **Assigned to OLA for Administrative Purposes**

Provide Description



# **ADVANCED EDUCATION (ENLISTED EDUCATION PROGRAM)**

**Provide  
Description**



# ENLISTED JPME AND NPME

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**Provide  
Description**



# BUSINESS EDUCATION REQUIREMENTS

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**Provide  
Description**

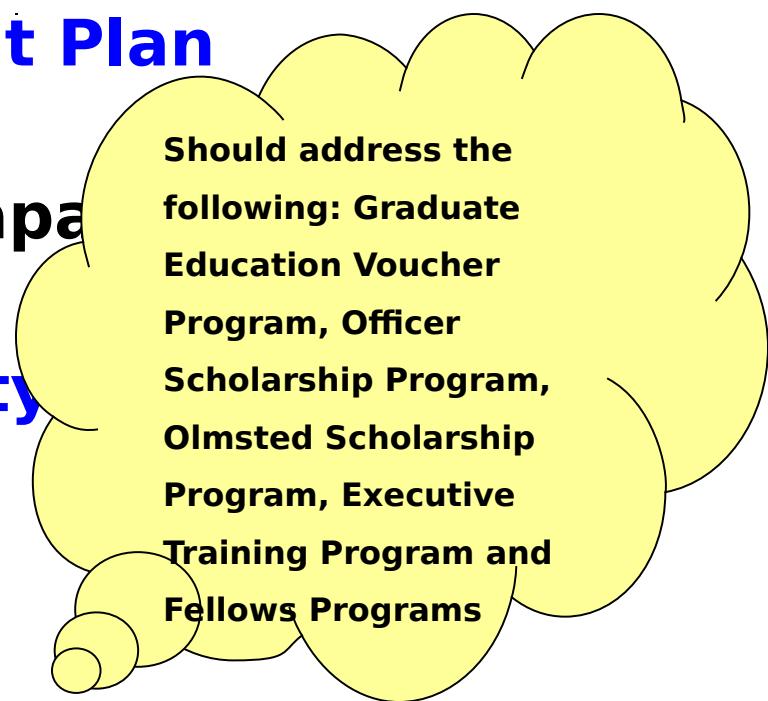


# GRADUATE EDUCATION

## Analysis Results

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- **Validate Mission Requirement**
- **Define Competencies and Skill Sets**
- **Demand Basis for Input Plan**
- **Develop Production Capacity**
- **Measure Output Quality**



# VALIDATE MISSION REQUIREMENT

## Program Area - Graduate Education

***Requirements Should be Prioritized and Based On Valid Fleet and Navy Needs...***

- Fleet Mission Tasking

- JMETLs

- NMETLs

- ROC / POE

- Policy: DoD / CJCS / DoN Directives

- Statute: Title 10 U.S. Code

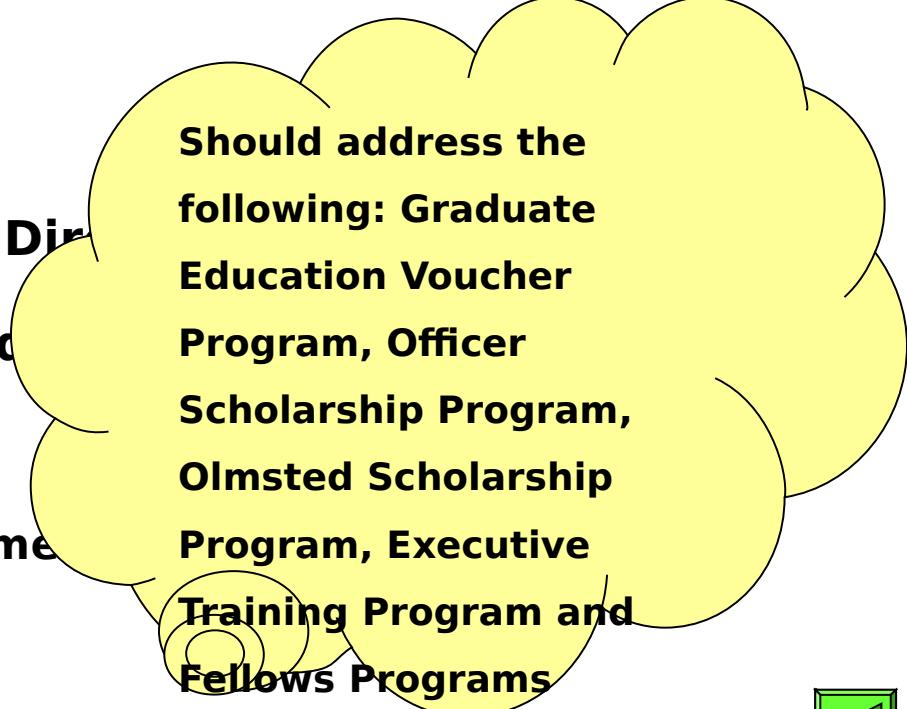
- Strategy

- Strategic Planning Document

- Sea Power 21

- CNO Guidance

**Describe How Requirements are Prioritized and Based On Valid Fleet and Navy Needs**



Should address the following: Graduate Education Voucher Program, Officer Scholarship Program, Olmsted Scholarship Program, Executive Training Program and Fellows Programs



# DEFINE COMPETENCIES AND SKILL SETS

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## ~~Program Area~~ ~~Graduate Education~~

- **Overall Assessment**
  - **Discuss How Skill Sets Determined**
    - Define Methodology and Identify Stakeholders
  - **Evaluate Effectiveness of Methodology**
  - **Determine Extent to Which Skills Meet Fleet Requirement**
  - **Determine Extent to Which HPSM Applied**
- **Improvement Opportunities**
  - **Determine Factors Which Make It Difficult to Define**
    - Changing Environment, Vague Fleet Requirements
- **Risk**
  - **Define Risks of Inaccurate Program**
    - Where / When Risk Occurs and Potential Impact
  - **Characterize Risk As Low, Medium, or High**
    - Factors Driving Risk - Timeline, Methodology, Stakeholders



# INPUT PLAN

## Program Area - Graduate Education

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- **Overall Assessment**

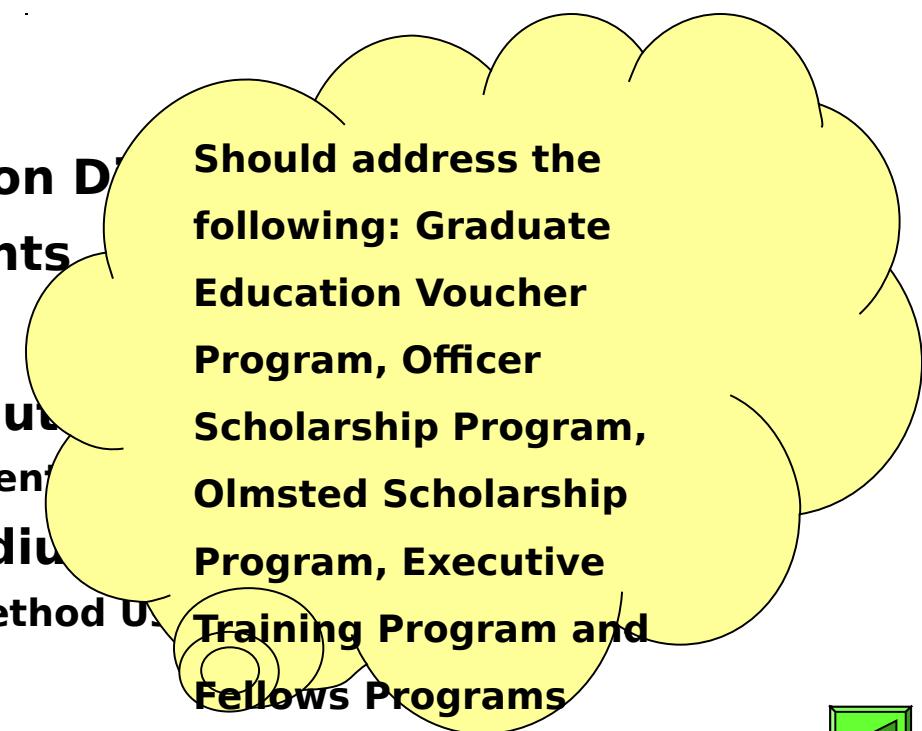
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  - **Identify Projected Workload**

- **Improvement Opportunities**

- **Factors Making Input Projection D**
  - **Identify Potential Improvements**

- **Risk**

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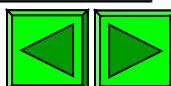


# GRADUATE EDUCATION

## Projected Workload

Explain differences between  
quotas and participants

Program		FY06	FY07	FY08	FY09	FY10	FY11
Graduate Education Vouchers	Annual Quotas	118	113	108	103	98	93
	Participants Required and Funded	288	275	261	249	237	226
Officer Scholarship Program	Annual Quotas	31	31	31	31	31	31
	Participants Required and Funded	58	58	58	58	58	58
Olmsted Scholarship Program	Annual Quotas	5	5	5	5	5	5
	Participants Required and Funded	2	2	2	2	2	2



# GRADUATE EDUCATION

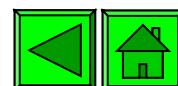
## Projected Workload

Executive Training Program	FY06	FY07	FY08	FY09	FY10	FY11
Participants Required and Funded	25	25	25	25	25	25

### Need Status of Pilot Program

NETC Currently Is Conducting a Pilot Program for Creative Leadership to Provide Leadership Programs for Officers Enroute to Command Assignments

Fellows Programs		FY06	FY07	FY08	FY09	FY10	FY11
Federal Executive	Participants Required	20	20	20	20	20	20
	Participants Funded (IA)	20	20	20	20	20	20
SECDEF	Participants Required	2	2	2	2	2	2
	Participants Funded (IA)						
Legislative	Participants Required	6	6	6	6	6	6
	Participants Funded (IA)	6	6	6	6	6	6



# **PRODUCE REQUIRED OUTPUT**

## **Program Area - Graduate Education**

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- Overall Assessment**

- Determine Capability to Produce Product**
- Define Methodology**
- Discuss Process Used to Prioritize Requirements**
- Evaluate Capacity and Infrastructure**
- Identify Resources Required to Meet Capacity and Unfunded Requirements**

- Improvement Opportunities**

- Factors Making Production Difficult**
- Identify Productivity Enhancements and Process Efficiencies**
- Address Potential Reductions in Capacity and Infrastructure**

- Risk**

- Define Risks of Insufficient Capability or Capacity**
- Characterize Risk As Low, Medium or High**



# GRADUATE EDUCATION

## Manpower

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Officer</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Enlisted</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Civilian</b>						
<b>Required</b>						
<b>Funded</b>						
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# GRADUATE EDUCATION

## O&MN Funding

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PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Funded	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Delta	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- **Discuss Funding Status**
- **Potential Initiatives to Reduce Program Costs**
- **FY06-07 Risk Assessment - High, Medium or Low**
- **Submitted as Priority X of 5 Unfunded Issues (if Submitted)**



# MEASURING OUTPUT QUALITY

## Program Area - Graduate Education

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- **Overall Assessment**
  - **Discuss How Product Quality Determined**
    - Define Methodology and Identify Stakeholders
  - **Evaluate Effectiveness of Methodology**
  - **Determine Extent to Which Product Quality Meets Fleet / Other Requirement**
  - **Determine Extent to Which HPSM Applied**
- **Improvement Opportunities**
  - **Factors Making Product Quality Measurement Difficult**
  - **Identify Potential Improvements to Product Quality**
- **Risk**
  - **Define Risks of Not Effectively Measuring Product Quality**
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  - **Characterize Risk As Low, Medium or High**
    - Factors Driving Risk - Timeline, Method Used, Expertise, Funding...



# ENLISTED EDUCATION PROGRAM

## Analysis Results

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- **Validate Mission Requirement**
- **Define Competencies and Skill Sets**
- **Demand Basis for Input Plan**
- **Develop Production Capability**
- **Measure Output Quality**



## Program Area - Enlisted Education

### Program

***Requirements Should be Prioritized and Based On Valid Fleet and Navy Needs...***

- Fleet Mission Tasking

- JMETLs
- NMETLs
- ROC / POE

**Describe How Requirements are Prioritized and Based On Valid Fleet and Navy Needs**

- Policy: DoD / CJCS / DoN Directives

- Statute: Title 10 U.S. Code

- Strategy

- Strategic Planning Documents
- Sea Power 21
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## Program Area - Enlisted Education Program

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## Program Area - Enlisted Education

### Program

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# ENLISTED EDUCATION PROGRAM

## Projected Workload

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	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>	<b>FY10</b>	<b>FY11</b>



## Program Area - Enlisted Education

### Program

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- **Overall Assessment**

- **Determine Capability to Produce Product**
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- **Identify Productivity Enhancements and Process Efficiencies**
- **Address Potential Reductions in Capacity and Infrastructure**

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# ENLISTED EDUCATION PROGRAM

## Manpower

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End Strength	FY06	FY07	FY08	FY09	FY10	FY11
<b>Required</b>						
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<b>Delta</b>						
<b>Officer</b>						
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<b>Delta</b>						
<b>Enlisted</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Civilian</b>						
<b>Required</b>						
<b>Funded</b>						
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# ENLISTED EDUCATION PROGRAM

## O&MN Funding

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PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
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- **Discuss Funding Status**
- **Potential Initiatives to Reduce Program Costs**
- **FY06-07 Risk Assessment - High, Medium or Low**
- **Submitted as Priority X of 5 Unfunded Issues (if Submitted)**



## Program Area - Enlisted Education

### Program

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- **Overall Assessment**

- **Discuss How Product Quality Determined**
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# **ENLISTED JPME and NPME**

## **Analysis Results**

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- **Validate Mission Requirement**
- **Define Competencies and Skill Sets**
- **Demand Basis for Input Plan**
- **Develop Production Capability**
- **Measure Output Quality**



## Program Area - Enlisted JPME and

~~NPME~~

***Requirements Should be Prioritized and Based On  
Valid Fleet and Navy Needs...***

- Fleet Mission Tasking

- JMETLs
- NMETLs
- ROC / POE

**Describe How Requirements are  
Prioritized and Based On Valid  
Fleet and Navy Needs**

- Policy: DoD / CJCS / DoN Directives

- Statute: Title 10 U.S. Code

- Strategy

- Strategic Planning Documents
- Sea Power 21
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# DEFINE COMPETENCIES AND SKILL SETS

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## ~~Program Area - Enlisted JPME and NPME~~

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# INPUT PLAN

## Program Area - Enlisted JPME and NPME

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  - **Identify Projected Workload**
- **Improvement Opportunities**
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# ENLISTED JPME and NPME

## Projected Workload

	FY06	FY07	FY08	FY09	FY10	FY11
<b>Senior Officer / Exec Enlisted (O5-6 / E9 CMC)</b>	<b>10,528</b>	<b>10,458</b>	<b>10,358</b>	<b>10,231</b>		
<b>Intermediate Officer / Senior Enlisted (O4 / E6-7)</b>	<b>20,255</b>	<b>20,109</b>	<b>19,906</b>	<b>19,680</b>		
<b>Primary Officer / Intermediate Enlisted (O1-3 / E6-7)</b>	<b>112,145</b>	<b>111,304</b>	<b>110,162</b>	<b>108,955</b>		
<b>Primary Enlisted (E3-5)</b>	<b>199,051</b>	<b>197,491</b>	<b>195,414</b>	<b>193,371</b>		
<b>Pre-Comm / Accession (Midshipmen)</b>	<b>4,312</b>	<b>4,283</b>	<b>4,243</b>	<b>4,203</b>		
<b>Total</b>	<b>346,502</b>	<b>343,855</b>	<b>340,291</b>	<b>336,645</b>		

Officer?  
Need Enlisted Break-  
Out



# PRODUCE REQUIRED OUTPUT

## Program Area - Enlisted JPME and NPME

- **Overall Assessment**

- **Determine Capability to Produce Product**
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# ENLISTED JPME and NPME Manpower

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# ENLISTED JPME and NPME O&MN Funding

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# MEASURING OUTPUT QUALITY

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# BUSINESS EDUCATION

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# DEFINE COMPETENCIES AND SKILL SETS

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# INPUT PLAN

## Program Area - Business Education

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  - **Evaluate Effectiveness of Methodology**
  - **Determine Extent to Which Quantity Meet Fleet Requirements**
  - **Identify Projected Workload**

- **Improvement Opportunities**

- **Factors Making Input Projection Difficult**
  - **Identify Potential Improvements**

- **Risk**

- **Define Risks of Inaccurate Input Projections**
    - Where/ When Risk Occurs and Potential Consequences
  - **Characterize Risk As Low, Medium or High**
    - Factors Driving Risk - Timeline, Method Used, Expertise, Funding...



# **BUSINESS EDUCATION**

## **Projected Workload**

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	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>	<b>FY10</b>	<b>FY11</b>



# PRODUCE REQUIRED OUTPUT

## Program Area - Business Education

- **Overall Assessment**

- **Determine Capability to Produce Product**
- **Define Methodology**
- **Discuss Process Used to Prioritize Requirements**
- **Evaluate Capacity and Infrastructure**
- **Identify Resources Required to Meet Capacity and Unfunded Requirements**

- **Improvement Opportunities**

- **Factors Making Production Difficult**
- **Identify Productivity Enhancements and Process Efficiencies**
- **Address Potential Reductions in Capacity and Infrastructure**

- **Risk**

- **Define Risks of Insufficient Capability or Capacity**
- **Characterize Risk As Low, Medium or High**



# BUSINESS EDUCATION

## Manpower

End Strength	FY06	FY07	FY08	FY09	FY10	FY11
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Officer</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Enlisted</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						
<b>Civilian</b>						
<b>Required</b>						
<b>Funded</b>						
<b>Delta</b>						



# BUSINESS EDUCATION

## O&MN Funding

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PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
Required	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Funded	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
Delta	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- **Discuss Funding Status**
- **Potential Initiatives to Reduce Program Costs**
- **FY06-07 Risk Assessment - High, Medium or Low**
- **Submitted as Priority X of 5 Unfunded Issues (if Submitted)**



# MEASURING OUTPUT QUALITY

## Program Area - Business Education

- **Overall Assessment**
  - **Discuss How Product Quality Determined**
    - Define Methodology and Identify Stakeholders
  - **Evaluate Effectiveness of Methodology**
  - **Determine Extent to Which Product Quality Meets Fleet / Other Requirement**
  - **Determine Extent to Which HPSM Applied**
- **Improvement Opportunities**
  - **Factors Making Product Quality Measurement Difficult**
  - **Identify Potential Improvements to Product Quality**
- **Risk**
  - **Define Risks of Not Effectively Measuring Product Quality**
    - Potential Consequences
  - **Characterize Risk As Low, Medium or High**
    - Factors Driving Risk - Timeline, Method Used, Expertise, Funding...



# ISSUE 1: Title

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PE / AGSAG	FY06	FY07	FY08	FY09	FY10	FY11
<b>Required</b>	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
<b>Funded</b>	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M
<b>Delta</b>	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M	\$0.0M

- **Description**
  - **Consists of Manpower, Contracts, Equipment, Supplies, Travel ... Shortfalls**
- **Capability at Current Funding**
  - **Production versus Requirement**
- **Alternatives at Current Funding Levels**
  - **Impact / Risk to Whom**

